

## **Hospital Nurses Perception of Transition to Practice**

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**Introduction/Identification of the problem:** The need for a positive preceptor/preceptee experience was expressed through feedback gathered from Mid Coast Hospital (MCH) nurses. This feedback provided an opportunity for improvement of the orientation process.

**Purpose of the Study:** The purpose of this study was to explore new-to-MCH nurses' perceptions of the transition to practice as these directly influence patients' quality of care, nursing satisfaction with the job and nursing retention.

**Methodology:** This study was Qualitative. The group studied consisted of nurses who were new to Mid Coast Hospital. Electronic survey tools with demographic data and questions were used. Primary analysis was performed to gather overall themes from all respondents; a secondary analysis was performed to examine the responses from participants who had trained preceptors and those who did not have trained preceptors.

**Results:** The **primary findings** of all responses included themes of good support during transition to practice. **Secondary analysis** was inconclusive in regard to the research question, as only two of the respondents had been precepted by a trained preceptor. Not having enough responses to reach data saturation was a limitation of the study.

**Discussion:** The perceptions of those who responded provided insight to the current practice of orientation at Mid Coast Hospital. Findings of this study have provided areas of opportunity for improvement in the transition of new hire nurses into practice.

**Conclusion:** The recommendations gathered from the responders included:

- Mandatory preceptor training for preceptors
- Having a consistent preceptor(s) for new hires
- Standardizing the orientation process
- Developing a structured computer orientation program for new hires

**Implications for perianesthesia nurses and future research:** Standardization of the orientation process is essential for all bedside nurses. As the hospital wide orientation program is implemented each department will be responsible for standardizing its own program. Preceptors will be recruited within their department and trained using the same preceptor program.